

From: "Sharon Walker" <[swalker@memphiscrime.org](mailto:swalker@memphiscrime.org)>  
To: "William Gibbons (wgibbons)" <[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)>  
Date: 12/14/2017 12:35:37 PM  
Subject: RE: Follow up / Recap of MPD Recruit/Retain Initiative meeting

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On your desk! Sam

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From: William Gibbons (wgibbons) [<mailto:wgibbons@memphis.edu>]  
Sent: Thursday, December 14, 2017 11:21 AM  
To: Sharon Walker <[swalker@memphiscrime.org](mailto:swalker@memphiscrime.org)>  
Subject: Fwd: Follow up / Recap of MPD Recruit/Retain Initiative meeting

Sam,

Print three copies of this.

Bill

Sent from my iPhone

Begin forwarded message:

From: "Blair Taylor" <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
To: "William Gibbons (wgibbons)" <[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)>  
Cc: "Adams, Ben C." <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)>  
Subject: FW: Follow up / Recap of MPD Recruit/Retain Initiative meeting

Bill – per our conversation yesterday, see below recap/action items from the meeting.

Blair Taylor  
President  
Memphis Tomorrow  
22 North Front Street, Suite 670  
Memphis, TN 38103  
Office: 901.322.8080  
[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)

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From: Blair Taylor  
Sent: Thursday, December 14, 2017 10:43 AM  
To: Smith, Alexandria <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)>; Doug McGowen - City of Memphis - Office of the Mayor ([doug.mcgowen@memphistn.gov](mailto:doug.mcgowen@memphistn.gov)) <[doug.mcgowen@memphistn.gov](mailto:doug.mcgowen@memphistn.gov)>; Ben Adams <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)>; 'Fawn Hentrel' <[fhentrel@hro-partners.com](mailto:fhentrel@hro-partners.com)>; Fouche, Fonda <[Fonda.Fouche@memphistn.gov](mailto:Fonda.Fouche@memphistn.gov)>  
Subject: Follow up / Recap of MPD Recruit/Retain Initiative meeting

Here's a quick recap of our next steps from our meeting yesterday:

- Blair to organize "stock take" meeting on Blue Path with leadership team (Southwest, City HR, MPD) to review progress to date and explore adding Blue Path II for adults with some college via TN Reconnect (scholarship companion to TN Promise).
- Blair to organize meeting with David French / Memphis Brand Initiative and Alex/Doug to create marketing and digital strategy for MPD recruitment, utilizing \$300k budget recently appropriated to

- Alex for this purpose.
- Blair to reach initiate outreach to Ray Kelly by Gibbons to get job profile/qualifications for Gang Intelligence personnel, for consideration by Alex and Rallings as possible PST role.
- Alex to work with MPD to define budget increase required for 200 PSTs (including cars).
- Blair, Ben to advocate for increase to \$200 PSTs. Possible meeting with Mayor Strickland to be arranged by Blair/Ben/Bill.
- Alex/Doug to create detailed performance benchmarking dashboard on sourcing strategies (would incorporate listing all strategies and quantifying both lead generation and lead conversion on each).
- Alex/Fawn to research and provide cost estimate for full use of "Indeed Advanced Resume Search" and "HirePurpose" for lateral and military recruits.
- Alex to create budget narrative (some detail on grant funds are being/will be spent)
- Alex will update grant budget over four years to reflect line item changes (I've attached for everyone's reference the first and then the updated grant agreements which reflect same total grant but adjustments to annual grant amounts)
- Blair will set a follow up meeting with team to specifically discuss barriers and solutions to having quarterly officer recruit classes.

Let me know if I captured everything!

Blair

Blair Taylor  
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ta